

Docket No.

FIS9-2000-0282-US1

Declaration and Power of Attorney For Patent Application

English Language Declaration

As a below named inventor, I hereby declare that:

My residence, post office address and citizenship are as stated below next to my name,

I believe I am the original, first and sole inventor (if only one name is listed below) or an original, first and joint inventor (if plural names are listed below) of the subject matter which is claimed and for which a patent is sought on the invention entitled

SKILLS MATCHING APPLICATION

the specification of which

(check one)

is attached hereto.

was filed on _____ as United States Application No. or PCT International Application Number _____
and was amended on _____
(if applicable)

I hereby state that I have reviewed and understand the contents of the above identified specification, including the claims, as amended by any amendment referred to above.

I acknowledge the duty to disclose to the United States Patent and Trademark Office all information known to me to be material to patentability as defined in Title 37, Code of Federal Regulations, Section 1.56.

I hereby claim foreign priority benefits under Title 35, United States Code, Section 119(a)-(d) or Section 365(b) of any foreign application(s) for patent or inventor's certificate, or Section 365(a) of any PCT International application which designated at least one country other than the United States, listed below and have also identified below, by checking the box, any foreign application for patent or inventor's certificate or PCT International application having a filing date before that of the application on which priority is claimed.

Prior Foreign Application(s)

Priority Not Claimed

| | | | |
|----------|-----------|------------------------|--------------------------|
| (Number) | (Country) | (Day/Month/Year Filed) | <input type="checkbox"/> |
| (Number) | (Country) | (Day/Month/Year Filed) | <input type="checkbox"/> |
| (Number) | (Country) | (Day/Month/Year Filed) | <input type="checkbox"/> |

I hereby claim the benefit under 35 U.S.C. Section 119(e) of any United States provisional

(Application Serial No.)

(Filing Date)

(Application Serial No.)

(Filing Date)

(Application Serial No.)

(Filing Date)

I hereby claim the benefit under 35 U. S. C. Section 120 of any United States application(s), or Section 365(c) of any PCT International application designating the United States, listed below and, insofar as the subject matter of each of the claims of this application is not disclosed in the prior United States or PCT International application in the manner provided by the first paragraph of 35 U.S.C. Section 112, I acknowledge the duty to disclose to the United States Patent and Trademark Office all information known to me to be material to patentability as defined in Title 37, C. F. R., Section 1.56 which became available between the filing date of the prior application and the national or PCT International filing date of this application:

(Application Serial No.)

(Filing Date)

(Status)
(patented, pending, abandoned)

(Application Serial No.)

(Filing Date)

(Status)
(patented, pending, abandoned)

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(Filing Date)

(Status)
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I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

POWER OF ATTORNEY: As a named inventor, I hereby appoint the following attorney(s) and/or agent(s) to prosecute this application and transact all business in the Patent and Trademark Office connected therewith. (*list name and registration number*)

Joseph P. Abate, Registration No. 30,328;
 Margaret Pepper, Registration No. 45,008;
 Jay H. Anderson, Registration No. 38,371;
 Ira D. Blecker, Registration No. 29,894;
 Steven Capella, Registration No. 33,086;
 Susan M. Murray, Registration No. 38,252;
 Daryl K. Neff, Registration No. 38,253;
 Eric W. Petraske, Registration No. 28,459;
 Marc D. Schechter, Registration No. 28,989;
 H. Daniel Schnurmann, Registration No. 35,791;
 Tiffany L. Townsend, Registration No. 43,199;

Todd M. C. Li, Registration No. 45,554;
 all of INTERNATIONAL BUSINESS MACHINES
 CORPORATION;
 John E. Hoel, Registration No. 26,279;
 Christopher A. Hughes, Registration No. 26,914;
 Edward A. Pennington, Registration No. 632,588;
 Joseph C. Redmond, Jr., Registration No. 18,753;
 all of MORGAN & FINNEGAN, L.L.P.

Send Correspondence to: **Jay H. Anderson, Intellectual Property Law, IBM Corporation, 2070 Route 52,**
Hopewell Junction, New York 12533-6531
Telephone: (845) 894-3667
Fax: (845) 892-6363

Direct Telephone Calls to: (*name and telephone number*)

Jay H. Anderson, Attorney (845) 894-3667

| | |
|---|----------|
| Full name of sole or first inventor Russell E. Parks | Date |
| Sole or first inventor's signature  | 12/14/00 |
| Residence 120 South Street, Marlboro, NY 12542 | |
| Citizenship USA | |
| Post Office Address 120 South Street, Marlboro, NY 12542 | |
| | |

| | |
|--|------|
| Full name of second inventor, if any Frank Davide | Date |
| Second inventor's signature | |
| Residence 1 Briarwood Avenue, Monroe, NY 10950 | |
| Citizenship USA | |
| Post Office Address 1 Briarwood Avenue, Monroe, NY 10950 | |
| | |

| | |
|---|-------------------|
| Full name of third inventor, if any Allison M. McCormack | Date |
| Third inventor's signature <i>Allison M. McCormack</i> | <i>12/14/2000</i> |
| Residence 129 Van Vlack Road, Hopewell Junction, NY 12533 | |
| Citizenship USA | |
| Post Office Address 129 Van Vlack Road, Hopewell Junction, NY 12533 | |
| | |

| | |
|--|------|
| Full name of fourth inventor, if any Jae K. Park | Date |
| Fourth inventor's signature | |
| Residence 379 North Ridge Street, Ryebrook, NY 10573 | |
| Citizenship USA | |
| Post Office Address 379 North Ridge Street, Ryebrook, NY 10573 | |
| | |

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|-------------------------------------|------|
| Full name of fifth inventor, if any | |
| Fifth inventor's signature | Date |
| Residence | |
| Citizenship | |
| Post Office Address | |
| | |

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|-------------------------------------|------|
| Full name of sixth inventor, if any | |
| Sixth inventor's signature | Date |
| Residence | |
| Citizenship | |
| Post Office Address | |
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Express Mail Label No.

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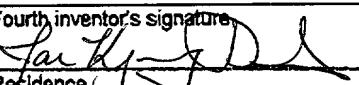
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| Sole or first inventor's signature | |
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| Citizenship USA | |
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| Full name of second inventor, if any Frank Davide | Date |
| Second inventor's signature | |
| Residence 1 Briarwood Avenue, Monroe, NY 10950 | |
| Citizenship USA | |
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| Full name of third inventor, if any Allison M. McCormack | |
| Third inventor's signature | Date |
| Residence 129 Van Vlack Road, Hopewell Junction, NY 12533 | |
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| Full name of fifth inventor, if any | |
| Fifth inventor's signature | Date |
| Residence | |
| Citizenship | |
| Post Office Address | |
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| Full name of sixth inventor, if any | |
| Sixth inventor's signature | Date |
| Residence | |
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| Full name of sole or first inventor Russell E. Parks | Date 12/14/00 |
| Sole or first inventor's signature  | |
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| Citizenship USA | |
| Post Office Address 120 South Street, Marlboro, NY 12542 | |
| | |

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|--|------------------|
| Full name of second inventor, if any Frank Davide | Date 12/15/00 |
| Second inventor's signature  | |
| Residence 1 Briarwood Avenue, Monroe, NY 10950 | |
| Citizenship USA | |
| Post Office Address 1 Briarwood Avenue, Monroe, NY 10950 | |
| | |

Full name of third inventor, if any

Allison M. McCormack

Third Inventor's signature

Allison M. McCormack

Date

12/11/2000

Residence

129 Van Vlack Road, Hopewell Junction, NY 12533

Citizenship

USA

Post Office Address

129 Van Vlack Road, Hopewell Junction, NY 12533

Full name of fourth inventor, if any

Jae K. Park

Date

Fourth Inventor's signature

Residence

379 North Ridge Street, Ryebrook, NY 10573

Citizenship

USA

Post Office Address

379 North Ridge Street, Ryebrook, NY 10573

Full name of fifth inventor, if any

Fifth Inventor's signature

Date

Residence

Citizenship

Post Office Address

Full name of sixth inventor, if any

Sixth Inventor's signature

Date

Residence

Citizenship

Post Office Address